

195⁴⁸) Department.

SERIES.

G.O. No. 2291

Dated 24-9-48.

[Despatch Abstract.]

Public Services - Revision of scales of pay of shroffs,
Revenue Department - Board's proposals - Dropped.

MEMORANDUM PRESENTED TO THE
HON'BLE THE MINISTER-IN-CHARGE OF THE REVENUE
PORT FOLIO
TO THE GOVERNMENT OF MADRAS.
FORT ST. GEORGE.

HONOURABLE SIR,

We, the members of the deputation, representing the Shroffs in the Revenue Department of the Government of Madras beg to thank you Sir, for your kindness in agreeing to receive this deputation and desire to take this opportunity to place before you for your kind and sympathetic consideration the following grievances of the shroffs.

2. In the recent revision of salaries announced in G.O.No. 78, Finance, dated 6-2-47, the Government have sanctioned the following scales of pay to the shroffs:--

Madras Government General subordinate service - Class XIII

	Old Scale	New Scale.
I Grade	Rs.55/-	Rs.70/-
II Grade	Rs.30-50/-	Rs.40-2-50/1/65
III Grade	Rs.20-30/-	Rs.24-1-32½/35

Note: Almost all shroffs are drawing pay in the old scale of Rs.29-35 and as such a majority of the existing incumbents do not get any relief.

That these scales of pay are very poor, and give little or no benefit to nearly 98% of the shroffs are the points which are stressed in detail in the following paragraphs.

It is also possible that in fixing the above mentioned scale, the Government had not before them the full data relating to the duties and responsibilities of the shroffs. This deputation also feels that in fixing the above mentioned scale the Government may not be aware of the fact that while the shroffs have little or no prospects of promotion, the duties and responsibilities of the shroffs have increased by the increased collections and accounting consequent on the introduction of the Sales Tax, and the other new schemes connected with Government's various fields of activities. The following facts are therefore submitted for Government's information.

3. The shroffs in the Revenue Department have been included in the Madras General Subordinate service and they are members of superior service. The posts of shroff carry heavy and onerous responsibility as the subordinates have to deal with cash, stamps, etc., and maintain the accounts prescribed by Government. The following statement shows the pay sanctioned for these posts:--

	Grade I.	Grade II-	Grade III.
	Rs.	Rs.	Rs.
1918-1922	20	1 8	15
1922-1933	65	35-35-1½-50-1-60	20-1-35
1933-1945	55	30-3½-42½-2-50	20-2½-24-½-30
1947	70	40-2½-50-1-65	24-1-32½-35

It will appear on paper that with three grades in the cadre there will be plenty of opportunity for promotion and that the shroffs have no cause for grievance. But the actual position is very different and nearly 98% of the shroffs are in the III Grade with no prospects of promotion throughout their official career. Of the 26 Revenue Districts only in one District there is a post of shroff in the Ist grade (on Rs.60/-) in the District Treasury. There are only three posts of shroffs in the II Grade. All the other posts are in the III Grade.

The posts of the shroff in the I grade is a selection post and only one post is available in the whole presidency. The

further division of shroffs into grades II and III is in no way- way justified now as the duties and responsibilities of the posts are the same and are in no way different from each other. Except three posts all the other posts of shroffs are in the III grade and as such they have no prospects of promotions to any higher post, and it is very doubtful whether similar conditions of stagnation prevail in any cadre of service in any other department.

4. The following further statement will illustrate how unfairly the shroffs in the Revenue Department have been treated as compared to shroffs in other departments.

Category.	Scales existing prior to 1-1-47. Rs.	Scales sanctioned from 1-1-147. Rs.
Shroffs in the Office of Commissioner of Police.		
I Grade	30-55	40-70
II Grade	30-50	40-65
Shroffs in the Presidency court of small causes.	30-50	40-65
Assistant Shroffs in the Presidency court of small causes.	20-30	25-1-40
Shroffs in the Government Press Madras.	20-30	30-50
Shroffs in the Revenue Department.		
I Grade	55/-	70/- one post.
II Grade	30-50/-	40-65 3 "
III Grade	20-30/-	24-35

5. The work of a shroff in the Revenue Department is very arduous and responsible and it is a pity that their case for relief has gone unrecognised. The Shroffs in the Taluk treasuries handle cash daily ranging from Rs.20,000 on ordinary days to Rs.1,00,000 on pay days and during heavy collection season i.e. from February to May each year. In no other department, the shroff has to handle so much cash as a regular routine.

The shroffs are responsible for making good any shortage in cash and for any forged notes or counterfeit coins, they might inadvertently receive. In view of the financial responsibility involved the shroffs have to work with extreme care and mental alertness throughout the day with the result that many of the subordinates suffer from nervous breakdown and ailments associated with nervous debility.

It should not be understood that the duties of shroffs are confined merely to receipts and counting of coins and notes. His duties are analogous to that of a cashier in a Bank. He has to receive money and make payments and deal with the educated and litigant public, and stamp vendors. The shroff has to maintain the forms and registers prescribed by Government in respect of these transactions, prepare the balance sheet for the single and double lock transactions, and to submit all the periodical returns. Thus the shroff in a Sub-Treasury has to attend to the duties of accountants as well, in respect of his sphere of work-

6. The Shroffs do not ask for any special privilege. Their request is merely for a living wage consistent with their duties and responsibilities. In the Reserve Bank of India cashiers are paid Rs.75/- basic pay, and all other allowances. The Shroffs do not claim even the above pay and allowances. Their prayer is that they should be treated as clerks for purposes of pay and paid accordingly. The following points may kindly be taken into account.

(i) A cashier in a Bank works only during the scheduled hours of the Bank, while the shroff works as a matter of routine very late hours every day and during heavy collection months he works throughout the nights.

(ii) A Bank cashier is in charge of his registers and accounts. The Shroff in the Revenue Department also prepares his accounts, submits the returns and maintains his registers.

(iii) A cashier or the shroff in the Imperial Bank is not entrusted with the sale of stamps, and opium. The shroff in the Revenue Department has to attend to this.

(iv) A clerk in the Revenue Department is not called upon to furnish cash security. A shroff has to furnish a cash security of Rs.700/- or two sureties of Rs.14000/- each.

(v) The obligation to make good the loss to Government, if any, by receipts of counterfeit coins or notes and by shortage of cash, if any, makes the post of shroff all the more responsible and unenviable. The fact that for appointment to the posts of shroff minimum educational qualification is not fixed will not justify the sanction of a poor scale. Illiterates cannot be appointed as shroffs. Men of honesty, integrity, capacity and of general educational qualification only can be appointed as they have to attend to clerical duties as well, and deal with the public and gazetted and non-gazetted offices and a vast number of pensioners.

7. There are about 350 shroffs in all in the Presidency 1 Post in Grade I, 3 posts in Grade II and all the remaining posts in the III grade. In consideration of all the facts stated above, and with a view to provide opportunities for promotion of - to deserving shroffs of long terms of service, we beg to request that the Popular Government may be pleased to reopen the matter and sanction the following revised scales of pay.

I Grade shroff Rs.110 (i.e.) 1 post.

II Grade shroff & These two grades are to be merged and following scales of pay to be sanctioned Rs.45-3-60-
III Grade shroff 2-90 and 80-3-95-5-110 plus a special pay of Rs.10 for the arduous nature of work involving much mental strain and their nomenclature changed as "cashier" instead of shroffs. 33 1/3 % of the total number of shroffs posts (i.e.) 115 posts) may be sanctioned in the upper grade and remaining posts (225 posts) may be sanctioned in the lower grade scale.

8. In conclusion we beg to submit that the Government should recognise the fact that the shroffs in the treasuries from the pivot of the Treasury administration. To attract men of honesty and reliability it is essential that reasonable scales of pay should be provided with opportunities for promotion. If the prayers mentioned in para 7 above are sanctioned the Government will be rendering justice to a category of hardworked and lowpaid subordinates, whose case had not, so far, received the sympathetic consideration that it deserved. Almost all the existing shroffs are subordinates in the old scale of pay of Rs. 20-35/- and who had reached the maximum of Rs.35 long ago. The maximum of the scale sanctioned in G.O.No. 78, Finance, dated 6-2-47 is also Rs.35 and thus the majority of the shroffs do not get a peep of relief with reference to the above orders. We request the Popular Government to give sympathetic consideration to our prayers and pass early orders.

Finally we beg leave to thank you, sir, for the kind and patient hearing you gave us to day and assure you of our loyal and spontaneous co-operation with the Popular Governments.

We beg to remain,
sir,

Your most obedient servants

Sd. x x x

Secretary,
THE MADRAS PROVINDIAL SHROFFS' ASSOCIATIONS,
REVENUE DEPARTMENT.

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REVENUE DEPARTMENT.
Subject.

Public Services - Revision of scales of pay of shroffs -
Revenue Department - Reconsideration - Board's recommendation
Financial effect - Report submitted.

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Station: Madras- / Res.Mis.828/48. Dated 14-6-1948.

From:

P.M. Jayarajan, Esq., Bar-at-Law I.C.S.,
Secretary, Board of Revenue.

S. Ranganathan, Esq.-O.B.E.I.C.S..
Commissioner of Land Revenue and Commercial Taxes.

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Read Board's Proceedings No. Mis. 394, dated 22-3-1938.
From the Government, Revenue Department, Memorandum
No.3610 HA/47 -8, dated 19-5-1948.

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Resolution:

In its proceedings cited above, the Board recommended that the grade III of shroffs might be abolished and that the grades I and II of the shroffs might be retained. In their Memorandum cited the Government have called for a report on the financial implication of the recommendation made and a statement showing the number of posts of shroffs in each cadre IN EACH DISTRICT. A statement showing the number of posts in each district according to the number statements previously submitted to the Government is enclosed. The revised scales of pay of shroffs sanctioned in G.O.No. 78, Finance, dated 6-2-1947 are shown below:

Grade I Rs.70/-
Grade II Rs.40-2-50- 1- 65
Grade III Rs.24-1-32-1-/2-35.

According to the Number Statements there are 336 posts of shroffs in Grade III in the Province. The average pay of the scale of grade III shroff is Rs.30.6 and that of the grade II shroff is Rs.52.5. As the difference in average pay between the two scales is Rs.21-9 the financial effect of the recommendation made by the Board works out to Rs.88,300 (336 x 9 x 12).

2. In para 2 of their Memorandum, the Government observe that in the year 1919 out of the total number of posts of shroffs in the Province a little over a quarter was in Grade I, about one third in Grade II and the remainder in Grade III and ask how the number of posts in the Ist and II grade had dwindled practically to extinction. The Board submits that in the year 1919 all the cash transactions of the Government were conducted in treasuries and sub-treasuries. Subsequently the cash transactions of the Government gradually came to be transferred to the Bank. Since the transactions of the treasuries passed into the hands of the Banks the necessity for shroffs in Grade I and II was not felt and the posts in these two grades were either abolished or converted to Grade III.

3. In para 3 of their Memorandum, the Government have made the suggestion that the proportion which obtained in 1919 might-be-obtained might be maintained so that each district may have a small number of posts in the Ist and II grades to provide for promotion. The Board considers that this suggestion would benefit only a few men. In order to make the scheme beneficial to all the Board recommends the adoption of a scale of pay intermediate between the existing scale of Rs.24-1-32-1/2-35 (present pay of grade III shroffs) and the scale of pay of Rs.40-2-50-1-65 which is the present pay Grade II Shroffs. It

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It c onsiders that the adoption of a scale of Rs.30-1-45 will be reasonable for Grade III shroffs. The intitial starting pay of a lower division clerk is Rs.45/- The average pay of the existing scale of Rs.24-35 is Rs.3 0-6 and that o f the proposed scale of Rs.30-45 is Rs.38-3. The difference in the average pay being Rs.7.7 the total additional cost involv ed in the proposal works out to Rs.31,046 (336 x 7.7. x 12).

Sd. x x x
for Secretary.

To the Secretary to the Government,
Revenue Department, Fort St. George

(WITH A STATEMENT)

/ true copy /

Statement showing the number of shroffs in the district and sub-treasuries and the scale of pay drawn by them.

DISTRICT:	HUZUR TREASURIES.			SUB-TREASURIES.	
	No. of shroffs in Gr. I Rs.70/-	No. of Shroffs in Gr. II Rs.40-2½-50-1-65.	No. of shroffs in Gr. III Rs.24-1-32-1½-35.	No. of shroffs in Gr. II Rs.40-2½-50-1-65.	No. of shroffs in Grade III Rs.24-1-32-1½-35.
	(1)	(2)	(3)	(4)	(5)
			(4)	(5)	(6)
Vizagapatam			1		21
West Godavari (East)			1		17
West Godavari			1		11
Kistna			1		9
Guntur			1		14
Nellore			1		16
Cuddapah			1		9
Anantapur			1		10
Bellary			1		11
Kurnool			1		10
Madras			4		
Chingleput			1		13
Chittoor			1		10
North Arcot.			2		18
South Arcot.			1		13
Tanjore			1		19
Trichinopoly			1		14
Madura.			1		12
Ramnad					12
Tinnevely			1		12
Coimbatore			1		13
The Nilgiris			1		3
Salem			1		14
South Kanara			1		8
Malabar			1		18
T o t a l:		3	28	2	308

/ true copy /

Sd . . . x x x
f or SECRETARY.

GOVERNMENT OF MADRAS.

Abstract :

PUBLIC SERVICES - Revision of scales of pay of shroffs - Revenue Department - Board's proposals - Dropped.

Revenue Department.

G.O.No.Ms. 2293.

Dated: 24th September.
1948.

Read the following:

From the Non-Gazetted Government Officers' Association letter d/ 7-6-1947.

Memo. No. 3610 4/47-1 Revenue, d/13-6-1947.

From the Board of Revenue Res. (Mis) No.394,
dated 22-3-1948.

Memo. No. 3610 HA/47-8 dated 19-5-48.

From the Madras Provincial Shroffs' Association letter dated 8-6-1948.

From the Board of Revenue Resolution Mis.No.828 dated 14-6-1948.

Order :

The Government are not prepared to reconsider the scale of pay of shroffs fixed in G.O.No.78, Finance, dated 6-2-1947.

/By Order of His Excellency the Governor/

Sd . x x x
SECRETARY TO GOVERNMENT.

To:

The Board of Revenue.

The President, The Non-Gazetted Government Officers' Association, Madras.

The Secretariat.

The Madras , Provincial Shroff Association.
Nannilam. Tanjore District.

Copy to:

Finance Department.

/ true copy /

S. J. S. S. S.
Office Assistant
MADRAS RECORD OFFICE.
W. S. S.